

89<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# S. 2086

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## IN THE SENATE OF THE UNITED STATES

JUNE 3, 1965

Mr. MONRONEY (by request) introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

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## A BILL

To provide severance pay to certain officers and employees of the Federal Government and for other purposes.

1       *Be it enacted by the Senate and House of Representa-  
2       tives of the United States of America in Congress assembled,*  
3       That this Act may be cited as the "Severance Pay Act of  
4       1965".

5       SEC. 2. (a) Except as provided in subsection (b), this  
6       Act applies to every civilian officer and employee in or under  
7       the executive branch of the Government of the United States,  
8       including an officer and employee of a corporation wholly  
9       owned or controlled by the United States.

10       (b) This Act does not apply to—  
11                (1) an officer or employee whose rate of basic

1 compensation is at a rate provided for the levels of the  
2 Federal Executive Salary Schedule or is in excess of the  
3 highest rate of grade 18 of the General Schedule of the  
4 Classification Act of 1949, as amended;

5 (2) an officer or employee serving under an ap-  
6 pointment with a definite time limitation;

7 (3) an alien employee who occupies a position  
8 outside the several States and the District of Columbia;

9 (4) an officer or employee who is subject to the  
10 Civil Service Retirement Act, as amended, or any other  
11 retirement law or system applicable to Federal officers  
12 or employees or members of the uniformed services, and  
13 who, at the time of separation from the service, has ful-  
14 filled the requirements for immediate annuity under any  
15 such a law or system;

16 (5) an officer or employee who, at the time of  
17 separation from the service, is receiving compensation  
18 under the Federal Employees' Compensation Act, as  
19 amended, except one receiving this compensation con-  
20 currently with salary or on account of the death of  
21 another person;

22 (6) an officer or employee who, at the time of  
23 separation from the service, is entitled to receive other  
24 severance pay from the Government; or

25 (7) such other officers or employees as may be

1        excluded by rules and regulations of the President, or  
2        such officer or agency as he may designate.

3        SEC. 3. (a) An officer or employee to whom this Act  
4        applies who is involuntarily separated from the service,  
5        on or after the effective date of this Act, not by removal  
6        for cause on charges of misconduct, delinquency, or ineffi-  
7        ciency, shall, under rules and regulations prescribed by the  
8        President or such agency as he may designate, be paid sever-  
9        ance pay in regular pay periods by the department or  
10      independent establishment from which separated.

11       (b) Severance pay shall consist of two elements, a basic  
12      severance allowance and an age adjustment allowance. The  
13      basic severance allowance shall be computed on the basis  
14      of one week's basic compensation at the rate received im-  
15      mediately before separation for each year of civilian service  
16      up to and including ten years for which severance pay has  
17      not been received under this or any other authority and two  
18      weeks' basic compensation at such rate for each year of  
19      civilian service beyond ten years for which severance pay  
20      has not been received under this or any other authority.

21      The age adjustment allowance shall be computed on the basis  
22      of 10 per centum of the total basic severance allowance for  
23      each year by which the age of the recipient exceeds forty  
24      years at the time of separation. Total severance pay re-

1 ceived under this section shall not exceed one year's pay at  
2 the rate received immediately before separation.

3 (c) An officer or employee may be paid severance pay  
4 only after having been employed currently for a continuous  
5 period of at least twelve months.

6 (d) If an officer or employee is reemployed by the Fed-  
7 eral Government before the expiration of the period covered  
8 by payments of severance pay, the payments shall be dis-  
9 continued beginning with the date of reemployment and the  
10 service represented by the unexpired portion of the period  
11 shall be recrated to the officer or employee for use in any  
12 subsequent computations of severance pay. For the pur-  
13 poses of subsection (c), reemployment which causes sever-  
14 ance pay to be discontinued shall be considered as employ-  
15 ment continuous with that serving as the basis for the sever-  
16 ance pay.

17 (e) Severance pay under this Act shall not be a basis  
18 for payment, nor be included in the basis for computation,  
19 of any other type of Government benefits, and any period  
20 covered by severance pay shall not be regarded as a period  
21 of Government service or employment.

22 SEC. 4. There are hereby authorized to be appropriated  
23 such sums as may be necessary to carry out the purposes of  
24 this Act.

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